

SAT KARTAR LIFE LIMITED

(Formerly known as Sat Kartar Shopping Limited)



Dated: 16th March, 2026

To,
The Manager
Listing Compliance Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai-400051

SYMBOL: SATKARTAR
ISIN: INE0NB801022

Sub: Intimation pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015 relating to Grant of Stock Options under “SAT KARTAR EMPLOYEES STOCK OPTION SCHEME, 2025”.

Dear Sir/ Ma'am,

With reference to the captioned subject and pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we would like to inform you that the Nomination and Remuneration Committee (“NRC”) in its meeting held today i.e. on March 16, 2026 had inter-alia, approved grant of **1,39,600 Employees Stock Options** under “**Sat Kartar Employees Stock Option Scheme, 2025**” to the eligible employees of the Company.

In this connection, we hereby provide the details as required under Regulation 30 read with Para B (Clause 10) of Part A of schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. **SEBI/HO/CFD/PoD2/CIR/P/0155 dated: November 11, 2024** is annexed herewith as Annexure-I.

We request you to kindly take the above information on record and oblige.

Thanking you,
Your's faithfully
For Sat Kartar Life Limited
(Formerly known as Sat Kartar Shopping Limited)

Sonal Seth
Company Secretary & Compliance Officer
Membership No. F13949
Place: New Delhi
Date: 16.03.2026

Annexure-I**DISCLOSURE OF MATERIAL EVENTS AS PER PART A OF SCHEDULE III OF
REGULATION 30 OF THE SEBI (LODR) REGULATIONS, 2015**

Sr. No.	Particulars	Details
1	Brief details of options granted	1,39,600 Options granted to the eligible employee of the Company
2	Whether the Scheme is in terms of SEBI (Share Based Employee Benefit and Sweat Equity)	The Employee Stock Option Scheme is in compliance with the SEBI (Share Based Employee Benefits) Regulation 2021 and other applicable provisions.
3	Total number of shares covered by these options	1,39,600 Equity Share (each stock option convertible into one Equity Share having face value of Rs. 10/- each)
4	Pricing Formula	The Exercise Price is fixed at Rs. 10/- per Stock Option
5	Options vested	Not Applicable; As this outcome is pertaining to grant of Options under the Scheme.
6	Time within which options may be exercised	The Exercise Period shall commence from the date of Vesting and shall close on expiry of One Year from the last Vesting Date, as per the terms and conditions of the ESOS.
7	Options exercised	Not Applicable; As this outcome is pertaining to grant of Options under the Scheme.
8	Money realized by exercise	Not Applicable; As this outcome is pertaining to grant of Options under the Scheme.
9	Total number of shares arising as a result of exercise of option	Not Applicable; As this outcome is pertaining to grant of Options under the Scheme.

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10	Options lapsed	Not Applicable
11	Variation of terms of options	Not Applicable
12	Brief details of significant terms	As mentioned below as Annexure - A
13	Subsequent changes or cancellation or exercise of such options	Not Applicable
14	Diluted earnings per share pursuant to issue of equity shares on exercise of options	Not Applicable

The Employee Stock Options granted above are governed as per “**SAT KARTAR EMPLOYEES STOCK OPTION SCHEME, 2025**” which has been submitted to the Stock Exchanges at the time of obtaining In-Principal approval.

The same is hosted on the website of the Company i.e www.satkartar.in in terms of Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

You are requested to take note of the same.

**Thanking you,
Your's faithfully
For Sat Kartar Life Limited
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**Sonal Seth
Company Secretary & Compliance Officer
Membership No. F13949
Place: New Delhi
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Annexure – A

SALIENT FEATURES OF SAT KARTAR EMPLOYEES STOCK OPTION SCHEME, 2025:

Acceptance:

Any Grantee who wishes to accept the option grant offer, must **deliver an Acceptance Form**, duly completed as required therein **on or before the Closing date stated in the Grant letter**.

Any Grantee who fails to return the Acceptance Form on or before the Closing date shall, In the event no valid acceptance is received within the stipulated timeframe, the offer shall be considered **rejected**, and the Company shall bear **no liability** in respect of such rejection. Any Acceptance Form received after the Closing date shall not be valid. Upon receipt of a duly completed Acceptance Form from the Grantee in respect of the Grant, the Grantee will become a Participant.

Subject to the terms contained herein, the acceptance of a Grant made to a Grantee, shall conclude a contract between the Grantee and the Company, pursuant to which each Option shall, on such acceptance, be an Unvested Option.

Vesting Schedule

As per **SEBI ESOS Regulations**, there shall be a minimum period of one year between the grant of options and vesting of options. **Subject to Participant's continues employment with the Company and further subject to other clauses of the ESOS Scheme 2025; the Unvested Options shall vest with the Participant on the following dates as per the graded vesting plan:**

Time Period	% of Options that can Vest
Date being the date immediately after the date of expiry of 1.5 years from the date of acceptance of the Options Granted.	25%

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Date being the date immediately after the date of expiry of 03 years from the date of acceptance of the Options Granted	25%
Date being the date immediately after the date of expiry of 04 years from the date of acceptance of the Options Granted	25%
Date being the date immediately after the date of expiry of 05 years from the date of acceptance of the Options Granted	25%

Exercise Price

The **Exercise Price** of the Option shall be **Rs. 10/-** (Rupees Ten Only) each.

Time of Exercise of options

While in employment:

The Exercise Period shall commence from the **date of Vesting and shall close on expiry of One Year from the last Vesting Date** for the respective Grant of Option “Vesting options can be exercised **within 1 Year from their respective vesting date** or 01 year from last vesting, whichever is later”. The Exercise Period can be extended only under special circumstances at the discretion of the Committee upon a specific request made by the Participant concerned to this effect.

For the duly completed and valid exercise applications received up to the end of each month, the Company shall allot Equity Shares in a dematerialised mode, by the end of the subsequent month.

Lock in Requirements:

There shall be a **lock-in period of 1 Year from date of allotment** of shares pursuant to exercise of the option under the ESOS 2025.

Corporate Action

In the event of any Corporate Action such as bonus issue, rights issue, stock split, merger, de-merger, transfer of undertaking, sale of a division or any such capital or corporate restructuring, subject to the provisions of the ESOS 2025; the number of Options (vested as well as unvested) or the Exercise Price in respect of the Options or both the number and the Exercise Price, may be determined after making fair and reasonable adjustments, by the Company in consultation with the Compensation Committee, to be such number and/or Exercise price as is appropriate in accordance with the SEBI guidelines and other applicable provisions.

Termination of employment

On death of a Participant

In the event of death of the employee while in employment, all the Unvested Options/ Options Granted to him/ her till his/her death shall vest, with effect from the date of his/her death, in the legal heirs or nominees of such deceased employee, as the case may be.

All the Vested Options (including Options Vested upon death of the employee) shall be permitted to be exercised within 1 (one) year from the date of his/ her death. However, under no circumstances, Options can be exercised by the legal heirs or nominees beyond this Exercise Period.

On disability of Participant

In case the employee suffers any permanent incapacity, while in employment, all the Unvested Options to him/ her under ESOS 2025 as on the date of permanent incapacitation, shall vest in him/her on that day.

All the vested Options (including Options Vested upon permanent incapacitation) shall be permitted to be exercised within 1 (one) year from the date of termination of employment due to permanent incapacitation. However, under no circumstances option can be exercised beyond the Exercise period.

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On attainment of Superannuation age

In case the service of the employee Participants with the Company is terminated due to retirement on superannuation, all the Unvested Options shall continue to vest as per normal schedule of Vesting even after the retirement or superannuation. Exercise of Options shall also be as per the normal schedule as per this ESOS 2025.

Termination with Cause

In case the termination of employment of a Participant with the Company is with Cause, his/her Options (Vested as well as Unvested) shall, unless otherwise decided by the Compensation Committee, lapse on the Termination Date and the contract referred to in clause 10.1 above shall stand automatically terminated.

Other termination without Cause

In case the service of the Participant with the Company is terminated due to resignation of the Participant from the Company or otherwise, all the Vested Options as on that date shall be permitted to be exercised within 90 days of termination, as mentioned in this Scheme. All Unvested Options on the date of termination shall lapse.

It is clarified that re-appointment of Directors upon retirement by rotation shall be deemed to be continuity in tenure for the purpose of this Scheme.

Long Leave

Long leave of the Participant shall not have any effect on the Scheme as applicable to the Participant. However, in case the employee goes on long leave of over three months during the vesting period, then the Committee reserves the right to extend the vesting period by a period not exceeding the leave period.

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Notwithstanding above, approved earned leave and sick leave as per the Company policy shall be included to calculate the Vesting Period.

Transfer of Employee

In the event that an Employee, who has been Granted benefits under the Scheme, is transferred or deputed to an associate company prior to vesting or exercise, the vesting and exercise as per the terms of grant shall continue in case of such transferred or deputed employee even after the transfer or deputation.

In the event that an Employee who has been granted benefits under the Scheme, is transferred pursuant to scheme of arrangement, amalgamation, merger or demerger or continued in the existing company, prior to the vesting or exercise, the treatment of options in such case shall be specified in such scheme of arrangement, amalgamation, merger or demerger provided that such treatment shall not be prejudicial to the interest of the employee.

This scheme is purely at the discretion of the Company's Management (represented by the Compensation Committee).

**Thanking you,
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